

# Iowa Workforce Development Facts – FY '12

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## General Information

**Address:** 1000 East Grand Avenue  
Des Moines, IA 50319

## Workforce Data (unless otherwise noted, information provided is at the end of FY '12)

# FT EEs: 745	# PT EEs: 2	# Temporary EEs: 1	Average Length of Service: 13.40
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Span of Control: 12.40	Total Unemployment Insurance Claims: N/A
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	4	45-54	223	<25	0	45-54	20	# of Females:	469	# of Males:	276
25-34	83	55-64	250	25-34	0	55-64	23	% of WF:	62.95%	% of WF:	37.05%
35-44	155	65+	30	35-44	16	65+	1	Average Age:	49.77	Average Age:	49.76
Employee Average Age: 49.77				Supervisor Average Age: 51.26				Average Length of Service: 14.26		Average Length of Service: 11.95	

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	135	# of Non-minorities:	609	# African-American:	52	# of "did not respond":	1
% of Workforce:	18.12%	% of Workforce:	81.74%	# Asian/Pacific Island:	23	% of Workforce:	0.13%
Average Age:	47.21	Average Age:	50.34	# Am. Indian/Alaskan:	9	Average Age:	47.83
Average Length of Service:	12.12	Average Length of Service:	13.70	# Hispanic or Latino:	51	Average Length of Service:	2.77

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	78	# of Persons With No Disabilities:	612	# of "did not respond":	55
% of Workforce:	10.47%	% of Workforce:	82.15%	% of Workforce:	7.38%
Average Age:	54.27	Average Age:	49.02	Average Age:	51.75
Average Length of Service:	17.23	Average Length of Service:	12.75	Average Length of Service:	15.15

Officials/Administrators EEO Category 1: 72	Professionals EEO Category 2: 522	Technicians EEO Category 3: 41	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 108	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 2

Separation Rate: 17.14%	Hire Rate: 1.10%	Number Hires: 5	Transfer In: 4
Retirements: 28	All Terminations: 78	Voluntary Quits: 24	Transfer Out: 10

# of Classes Used: 76	Most Populous Classes: Workforce Advisor (253), Field Auditor (37), Workforce Associate (37)		
Separations - By Class:	Workforce Advisor (74), Workforce Associate (17), Field Auditor (5)		
# Eligible for Retirement:	253 in next 5 years	% Eligible: 33.96%	

## Leave and Benefits (unless otherwise noted, information provided is at the end of FY '12)

Vacation Payouts: \$512,293.54	Sick Leave Payouts: \$47,803.42	Annual Payroll: \$46,138,191.32	Avg. Base Salary: \$57,539.96	Overtime Days Worked: 1,068.8
Overtime Cost: \$291,564.69	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Vacation Pay - Earned Value: \$3,507,351.25	Vacation Days Earned: 15,708.0	Vacation Used Expense: \$3,294,027.05	Vacation Days Taken: 14,762.5	
Sick Leave Days Earned: 13,352.7	Reg. Sick Leave Used Expense: \$1,723,532.03	Reg. Sick Leave Days Used: 8,483.9	Converted Sick Leave To Vacation Days Used: 900.5	
Sick Leave -Earned Value: \$2,765,028.74		Avg. Sick Leave Days Per EE: 11.39	Converted Sick Leave To Vacation Used Expense: \$233,154.12	
Injury Leave Used Expense: \$2,812.19	Injury Leave Days Used: 13.1	Classification Appeals: 3	<b>Reclassifications</b> Up (Filled): 8 Up (Vacant): 3 Down (Filled): 3 Down (Vacant): 0 Lateral (Filled): 5 Lateral (Vacant): 3 Approx. Annual New Cost of Reclassified Positions:* \$34,382.40	<b>Grievances</b> Contract Grievances: 54 Disciplinary: 12 Language: 42 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$70,522.73	Funeral Days Used: 347.9	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$6,188.06	Jury Leave Days Used: 28.4	Special Duty Pay: \$0		

\* based on difference between average of old and new pay grade FY '12. Vacancies and laterals were not calculated into the "cost."

Sources: Data Warehouse Queries; "Just the Facts for 2012" Almanac; Department of Management; DAS-HRE Labor Relations Team.

Date of Completion: December 2012